

## **HEALTH AND FITNESS MEDICAL SERVICES PROGRAM** 1822 (No. 20 January 1999)

### **PURPOSE OF THE MEDICAL SERVICES PROGRAM** 1822.1 (No. 20 January 1999)

The CAL FIRE Medical Services Program, with headquarters oversight, 1) provides essential medical expertise and clinical service for selecting and maintaining a healthy work force; 2) provides consultation and guidance to reduce the cost and/or lost time associated with work-related injuries and illnesses; and 3) provides services that will protect and enhance the health and safety within the employee population of CAL FIRE. The Medical Services Program is part of the CAL FIRE Health and Fitness Unit within the OSHPros.

The services listed above are provided by full-time Nurse Practitioners hired by CAL FIRE and working in a collaborative effort with a medical doctor retained by CAL FIRE under contract as a part-time consultant (*hereafter referred to as the Medical Consultant*). Nurse Practitioners are assigned responsibility for medical services for CAL FIRE regions, areas, or specific locations (e.g., headquarters). *Unless otherwise specified, reference to "Nurse Practitioner" or "CAL FIRE Nurse Practitioner" throughout this policy means the appropriate CAL FIRE region, area, or headquarters Nurse Practitioner.*

### **OBJECTIVES OF THE MEDICAL SERVICES PROGRAM** 1822.2 (No. 20 January 1999)

- Promote and maintain a healthy work force through entry and periodic health assessment.
- Assess the health status and placement requirements of each employee, determine if there are any functional limitations, and recommend appropriate placement.
- Provide medical support for those employees with preexisting conditions.
- Provide health promotion and injury and disease prevention consultation and services.
- Conduct or facilitate scheduling of pre-employment, OSHA exams, return-to-work, fitness-for-duty, and hazardous materials (HazMat) physical examinations.

- Review illness and injury cases before employees are returned to work to ensure work restrictions allow the employee to perform the essential functions of his/her position with or without reasonable accommodation.
- Provide clinical assessment and treatment services as needed.
- Provide clinical services during regularly scheduled office hours and on site at major fire control command centers and at other State emergency incidents.
- Facilitate appropriate referrals to health care specialists and other services as indicated.
- Provide consultation to CAL FIRE supervisors and Return-to-Work Coordinators to assist them in reducing the number of days off that employees experience due to work-related illnesses or injuries.
- In collaboration with the supervisor and employee(s), facilitate the placement of employee(s) into a light/limited duty assignment or back to full duty as quickly as possible.
- As the department's Designated Officer, conduct epidemiologic surveillance and report findings to management, fulfill CAL FIRE's requirements under the Ryan White Act, and counsel individual employees who experience work-related exposures to communicable diseases.
- Provide medical support for employees with disabilities.

[\(see next section\)](#)

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[\(see Forms or Forms Samples\)](#)